

PAY DIFFERENTIAL 44
EDUCATIONAL INCENTIVE PAY – BARGAINING UNIT 06 AND EXCLUDED
EMPLOYEES

Established: 05/01/98

Revised: 07/01/98, 01/01/00, 07/01/02, 07/01/03, 09/01/04*, 10/01/04*, 01/01/05*, 07/01/05*, 12/01/05, 06/30/06, 07/01/06, 01/01/07, 07/01/13, 10/01/14, 01/01/15, 06/01/16

CLASS TITLE	CLASS CODE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
Rank and File:					
Community Services Consultant	9717	R06	\$154 per pay period	8E6 (Full-time, Part-time) 8E7 (Intermittent)	California Department of Corrections and Rehabilitation
Correctional Counselor I	9904				
Correctional Counselor II (Specialist)	9901				
Correctional Officer	9662				
Fire Fighter, Correctional Institution	9001				
Medical Technical Assistant - Correctional Facility -	8217				
Parole Agent I, Adult Parole	9765				
Parole Agent II, Adult Parole (Specialist)	9762				
Parole Agent I, Youth Authority	9701				
Parole Agent II, Youth Authority (Specialist)	9696				
Youth Correctional Counselor	9581				
Youth Correctional Officer	9579				
Medical Technical Assistant (Psychiatric)	8221				Department of State Hospitals: Vacaville, Salinas Valley Psychiatric Program
Confidential Designated Employees	Various	C06	\$108 per pay period	8E6 (Full-time, Part-time) 8E7 (Intermittent)	California Department of Corrections and Rehabilitation
Correctional Lieutenant	9656	S06			
Correctional Sergeant	9659				
Fire Chief, Correctional Facility	8976				
Lieutenant, Youth Authority	9574				
Sergeant, Youth Authority	9577				

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•	Correctional Officers; Group Supervisors, Fire Fighters, Correctional Institution; Correctional Facility; Fire Chief, Correctional Facility; Lieutenant, Youth Authority; Sergeants, Youth Authority; Correctional Lieutenants; and Correctional Sergeants; who have attained an associate of arts, bachelors degree, a higher degree, or sixty (60) semester units, or the equivalent quarter units from an accredited community college or university, shall be eligible for the Educational Incentive Pay. Employees are not eligible while attending the Basic Academy.
•	Medical Technical Assistants who have attained a bachelor's degree in nursing or in a related health care field or who have attained an associate of arts degree in criminal justice shall be eligible for the Educational Incentive Pay.
•	Correctional Counselors, Community Services Consultants, Parole Agents, and Youth Correctional Counselors who have attained a masters degree shall be eligible for the Educational Incentive Pay.
•	Upon movement to another classification in the employee's vertical class series, the employee shall move from his/her combined salary rate (base salary plus Educational Incentive Pay) only if the to classification is not also eligible for an educational incentive. The salary rate shall not exceed the maximum of the new classification when computing the appointment salary rate.
•	If an employee has an additional position, the primary position is used to determine eligibility for the differential.
•	Employees on a training and development or out-of-class assignment to an eligible classification are not eligible because eligibility is based on the employee's actual classification. If an eligible employee is on a training and development or out-of-class assignment to an ineligible classification, they shall continue to be eligible based on their actual classification.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	
-FULL TIME/PART TIME	Yes
-INTERMITTENT	No **
SUBJECT TO QUALIFYING PAY PERIOD	No
TIME BASE ELIGIBILITY	All ***
TENURE ELIGIBILITY	All ***
SUBJECT TO PERS DEDUCTION	Yes

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	Yes
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes

* Pursuant to Decision #03-06-0234, #04-06-0071, #05-065-0197, dated 10/25/05, Education Incentive Pay (Pay Differential 44) shall be based on Range K effective 07/01/03. The rates shall be corrected as follows:

Date	From	To
07/01/03	\$102	\$107
07/01/04	\$107	\$113
01/01/05	\$113	\$118
07/01/05	\$119	\$125

** Permanent Intermittent employees must work 88 hours in a pay period to receive the pay differential, and any hours under 88 shall not receive a pro-rated amount of this differential.

*** Retired Annuitants are not eligible unless appointed under Government Code section 21228.